



# Manassas City Police Department

## LOVE & HOPE

### 2020

# Annual Report





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# Letter from the Chief



As the Chief of Police, I want to commend the professionalism, dedication, and commitment of all the men and women of this Department. I also want to acknowledge the exceptional working relationship we have with our regional partners in law enforcement as well as the strong partnership we have fostered with the City Council and other City staff. I can assure you we value these relationships and will continue to strive to maintain them as well as the trust of our citizens as we move forward to fulfill the shared vision we all have for the City of Manassas.

Over the past year our profession has experienced unprecedented challenges. The COVID-19 pandemic and several national incidents have strained police-community relationships across the country. I believe our response to each of these challenges, supported by our commitment to CALEA accreditation, speaks loudly to our professional reputation as one of the best in the nation! The main focus of the City of Manassas Police Department continues to be its efforts on the increasingly demanding task of ensuring that our community is safe, engaged and committed to maintaining the high quality of life for which we are known for.

Citizen satisfaction survey results scored the Manassas City and the Police Department well above the national average again! Areas have been identified that we could improve in; they will be added into our Strategic Plan to establish goals and objectives on how these areas should be addressed.

In the past year, we have completed a re-organization forming a Development and Wellness Unit within our Planning and Special Projects Section to address professional growth, mental and physical wellness for staff and a Domestic Violence and Mental Health Coordinator to address the growing needs of citizens who are victims of domestic violence and those who may be experiencing a mental health crisis. The Community Services Unit has added two new positions, Community Vitality officers, to enhance our community policing services and crime prevention while continuing build strong relationships within the community.

In September, we held the groundbreaking ceremony for the new Public Safety Facility on Grant Avenue. The anticipated completion date is Fall 2022.

We continue to uphold our professional reputation through the Commission on Accreditation for Law Enforcement Agencies (CALEA) as a “Gold Standard with Excellence Agency”. The City of Manassas Police Department was recognized by CALEA as a Gold Standard with Excellence Agency in 2020 receiving it’s third “Meritorious Award” in its seventh accreditation for our continued commitment to setting the standards in law enforcement. I am very proud of the hard work of our staff and their support of my initiatives - our community should be as equally proud.

*Douglas W. Keen*

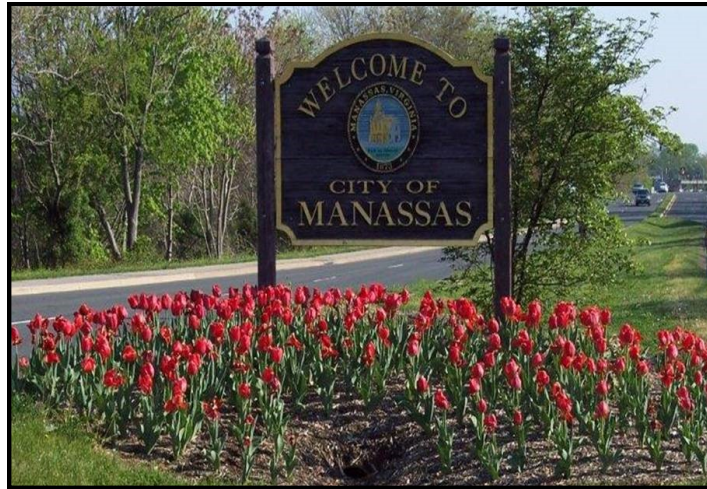


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[www.ManassasCity.org/police](http://www.ManassasCity.org/police)



# City Of Manassas General Information



With just over 43,000 residents, the City serves as a transportation and business hub that offers great restaurants, shops, and fun community events. Incorporated in 1975, the City of Manassas is thirty miles southwest of the Nation's Capital and surrounded by Prince William County.

## DEMOGRAPHICS

2020 Estimated City Population <sup>1</sup> :	43,099
Land Area <sup>2</sup> :	10 Square Miles
Median Value of Owner-Occupied Housing Unit <sup>2</sup> :	\$324,600
Median Household Income <sup>2</sup> :	\$81,493

## Manassas City Mayor and Council Members



Mayor Davis-Younger



Theresa Coates-Ellis



David Farajollahi



Tom Osino



Pam Sebeskey



Ralph Smith



Mark Wolfe

<sup>1</sup>Weldon Cooper Center for Public Service, July 2019 Population Estimate (accessed January 2021: [www.coopercenter.org](http://www.coopercenter.org))

<sup>2</sup>US Census QuickFacts for Manassas City (accessed January 2021: <https://www.census.gov/quickfacts/fact/table/manassascityvirginia,US/PST045219>)



# Strategic Plan

## Strategic Planning Process



### City of Manassas Public Safety Goal

*"To maintain a safe and secure community with an effective system of public safety providers working in partnership with the community to prevent, respond to and mitigate emergencies, and improve the overall quality of life with a focus on problem solving."*

# Mission Statement, Goals and Objectives

The department commits its resources, in partnership with the community, to promote public safety and maintain public order by eliminating crime and the fear of crime, to practice the values of integrity, respect, public service and professional standing, and to maintain a proactive relationship with the community and a positive working environment for department members.

## Goals and Objectives

- Engage with our community through partnerships, programs, and communication
- Promote public safety to reduce crime and the perception of crime
- Foster a cooperative and harmonious environment that attracts a diverse workforce
- Enhance department resources to maximize operational efficiency
- Effectively plan and manage to ensure professionalism and excellence

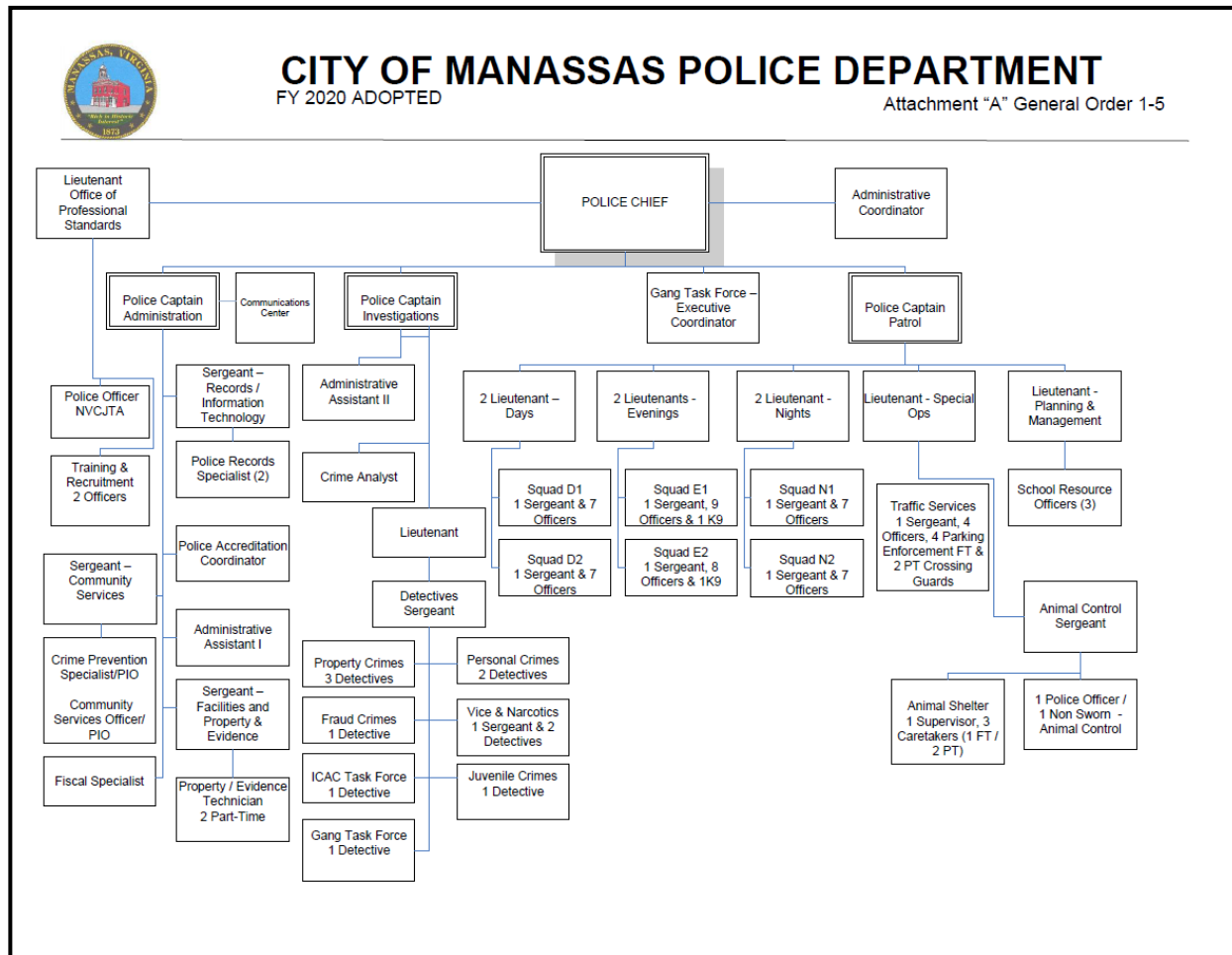
**Integrity**

**Public Service**

**Respect**



# Police Department General Information



MCPD Operating Budget FY2019:	\$16,578,845
Total MCPD Employees:	141
Total Full-Time Sworn MCPD Employees:	98
Sworn Police Officer per 1,000 Inhabitants:	2.3

In recent years, the Manassas City Police Department hired and trained the most new patrol officers in its history.

The past year remained a challenging year for staffing as a result of COVID 19 and resignations. Eighteen employees were hired, fourteen of which were for sworn positions, in 2020 and twelve employees resigned while four retired.

# In Honor

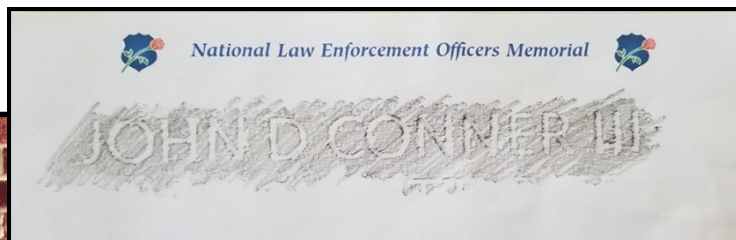
## Sergeant John D. Conner III

End of Watch Sunday July 24, 1988

July 24, 2020 marked the 32nd anniversary of the death of Sgt. Conner. While COVID 19 curbed some of our normal Conner Day activities, he was still honored with a wreath laying and scholarship.

We also paid our respects to the 314 officers\* killed in the line of duty nationwide in 2020, 3 of which were killed in the state of Virginia\*.

The leading cause of line of duty deaths this year was COVID 19 (196)  
(\*www.odmp.org)





# 2020 Achievements

## Retirements



Lt. A. Korngage  
19 years



Sgt. C. Perry  
32 years



ACO M. Daigle  
32 years



Ofc. C. van Noppen  
43 years

## Promotions



Sgt. M. Hyde



Sgt. J. Aussems

## Prince William Chamber of Commerce Valor Awards

**Investigative Merit Award:** Det. L. Armas

**Investigative Merit Award:** Lt. T. Petty, Det. C. Daniels, Det. T. Urey, Det. M. Hyde, Ofc. J. Horton, Ofc. J. Rollins

**Investigative Merit Award:** Sgt. G. Daisey, Det. Alexander

**Merit Award for Valor:** Det. M. Hyde, Ofc. S. Barrett, Ofc. E. Eustace, Ofc. W. Lane

**Bronze Award for Valor:** Det. J. Turpin, Ofc. S. Shillingburg, Ofc. K. Bowden

# In Recognition

## Employee of the Year: Officer J. Armas



Ofc. J. Armas was nominated for Employee of the Year for his work ethic, commitment to the team, his productivity, the quality of his arrests, his leadership, and pure enjoyment of police work. He continues to improve his knowledge of case law and his understanding of how to correctly apply the

law. He has fine tuned his ability to intercept criminal activity based upon his instincts, knowledge of the neighborhood people, and his understanding of the laws. He is always early for the start of his shift, volunteers to work past his shift and also to come in on days off to assist other shifts. He routinely volunteers to take on extra assignments, ride-alongs and handle the non glamorous tasks. He volunteers to help other officers package evidence, assist with towing cars, preparing court dockets and provide feedback on group de-brief incidents.

## Field Training Officer of the Year: Officer S. Barrett



Ofc. S. Barrett was nominated for Field Training Officer of the Year for the enthusiasm he demonstrates on a regular basis with all his assignments- especially as a field training officer. It was evident based on the daily observations of one of his trainees that he amassed a positive influence

to prepare this new officer for solo patrol. The confidence, knowledge, skills, and abilities demonstrated by this new officer speaks to Ofc. Barrett's dedication to the principal mission of the field training officer program to be a coach and mentor. These attributes and mission driven skills are not new concepts for Ofc. Barrett. As a U.S. Marine veteran, a veteran police officer, and field training officer, the esprit de corps and ethos leadership of service above self speaks to his all-encompassing personal character. Additionally, he accomplishes this task with a vibrant charismatic demeanor that is infectious.

## Employees of the Month

**January:** Ofc. C. van Noppen

**February:** None

**March:** Ofc. J. Armas

**April:** Ofc. J. Agule, Ofc. J. Armas, Det. L. Armas,  
Ofc. K. Bowden, Ofc. P. Crossey, Det. M. Hyde,  
Ofc. C. Knight, Ofc. J. Shubert, K9 Rommel

**May:** Ofc. J. Armas, Ofc. J. Shubert, K9 Rommel,  
Ofc. K. Bowden, Det. B. Alexander, Det. J. Aussems

**June:** None

**July:** Ofc. C. Knight

**August:** None

**September:** Ofc. J. Agule, Analyst E. Alemayehu

**October:** Ofc. J. Agule

**November:** Ofc. J. Agule

**December:** PSC Supervisor S. Harrison,  
PSC Specialist L. Horton,  
PSC Specialist T. Appezzato



# 2019 - 2020 Comparison Summary

## **PART I OFFENSES/SERIOUS AND VIOLENT CRIME**

9% increase (798)

## **TOTAL PART I AND ALL OTHER OFFENSES AND INCIDENTS**

2% decrease (4,662)

### **DOMESTIC VIOLENCE REPORTS**

Reports – 8% decrease (600)

Arrests – 11% increase (207)

**GRAFFITI** – 13% increase (36)

**DRIVING UNDER THE INFLUENCE** – 19% increase (106)

**CALLS FOR SERVICE** – 14% increase (68,459)

**OFFICER-INITIATED ACTIVITY** – 25% increase (50,260)

### **RESPONSE TIMES (Call Received to Officer Arrival)**

Priority 1 – 18 second decrease

Priority 2 – 3second increase

Priority 3– 17 second decrease

**ARRESTS** – 22% decrease (1,699 individuals)

Adult – 19% decrease (1,658 individuals)

Juvenile –66% decrease (41 individuals)

Arrest Charges – 21% decrease (2,232)

**TRAFFIC ENFORCEMENT** – 24% decrease (5,143)

Motor Carrier Safety: 83 Total Inspections:

58 Violations & 18 Units out of Service

### **TRAFFIC CRASHES**

Most Crashes – Day of Week: Friday

Hours of Day: 4pm-5pm

Highest Intersection – Liberia Ave/Centreville Rd

Cause Factor – Did not have right of way

**PARKING CITATIONS** – 1% increase (8,634)

### **ANIMAL CONTROL**

Complaints – 13% decrease (911)

Officer-Initiated Calls – 33% increase (352)

# Crime and Incident Analysis

The crime index is a ratio of the number of reported Part 1 offenses compared to the estimated population in a jurisdiction for the year. This makes it possible to compare crime across jurisdictions.

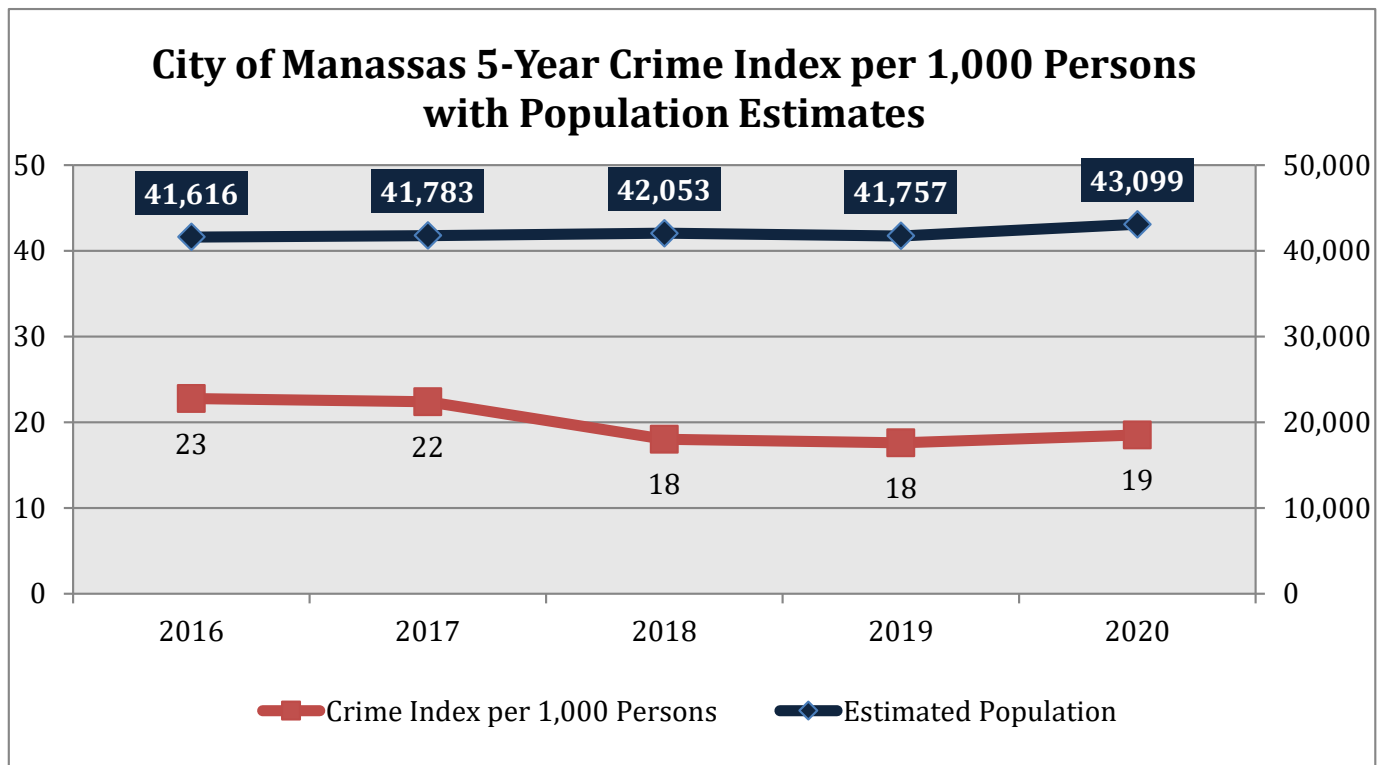
Part 1 offense categories that are used to calculate the crime rate are person crimes (homicide, rape, robbery, aggravated assault) and property crimes (burglary, larceny, and motor vehicle theft).

The crime rate in Manassas City for 2020 was 19 crimes per 1,000 persons, or 3 crimes against person crimes per 1,000 persons and 16 crimes against property crimes per 1,000 persons.

Nationally, the violent crime rate is 366.7\*

\*<https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/tables/table-1> (accessed January 2020)

The population of Manassas City is estimated to have slightly increased since 2019. The crime rate did increase by 1, but is less than the 5 year average of 20 crimes per 1,000 persons





# Crime and Incident Analysis

The table below shows every crime or concern for which the police took a report in 2020. The total number of serious and violent crime reports (Part 1 Offenses) increased by 9% as a result of increases in aggravated assault, auto theft, and robbery.

The number of overall offenses reported to the police in 2020 decreased by 2% when compared to the number of reports in 2019 and 3% less than the five year average.

The reports in the 'other' category are for found property, to report suspicious activity, for vandalisms, fraud, vehicle hit-and-runs, possession of drugs, and runaway juveniles.

SERIOUS AND VIOLENT CRIME	2016	2017	2018	2019	2020	Amt of Change 19-20	Rate of Change 19-20
<i>Crimes Against Person</i>							
<b>Murder / Non- Negligent Manslaughter</b>	1	3	1	2	1	-1	-50%
<b>Negligent Manslaughter</b>	0	0	0	1	0	-1	-100%
<b>Forcible Rape</b>	21	10	23	16	18	2	13%
<b>Robbery</b>	29	38	18	26	30	4	15%
<b>Aggravated Assault</b>	56	35	53	52	67	15	29%
<i>Crimes Against Property</i>							
<b>Burglary</b>	92	89	73	56	48	-8	-14%
<b>Larceny</b>	702	713	549	538	582	44	8%
<b>Auto Theft</b>	47	48	41	44	52	8	18%
<b>Part I Offenses</b>	948	936	758	735	798	63	9%
<b>5 - YEAR AVERAGE OF PART I OFFENSES:</b>							<b>835</b>
<b>Simple Assault</b>	282	248	303	250	306	56	22%
<b>Domestic Violence</b>	242	241	193	294	248	-46	-16%
<b>Other IBR Offenses</b>	3,124	3,487	3,939	3,462	3,310	-152	-4%
<b>TOTAL OFFENSES</b>	4,596	4,912	5,193	4,741	4,662	-79	-2%
<b>5 - YEAR AVERAGE OF OFFENSES EXCLUDING PART I OFFENSES:</b>							<b>4,821</b>

# Select Quality of Life Offenses

## Domestic Violence (violent and verbal)

Both violent and not violent domestic reports decreased in 2020, but number of related arrests increased by 11% and the percentage of reports that resulted in arrest increased to 83%.



	2016	2017	2018	2019	2020	Amt of Change 19-20	Rate of Change 19-20
Domestic Reports - Violent	242	241	193	294	248	-46	-16%
Domestic Reports - Non-Violent	414	377	362	358	352	-6	-2%
<b>Total Domestic Reports</b>	<b>656</b>	<b>618</b>	<b>555</b>	<b>652</b>	<b>600</b>	<b>-52</b>	<b>-8%</b>
Domestic Violence Arrests	137	232	198	187	207	20	11%
Percentage of Violent Domestic Reports that resulted in an Arrest	57%	96%	103%	64%	83%		

## Mental Health, Substance Abuse, and Overdose

In 2020, officers responded to 314 mental health consumer related calls for service. This is a slight increase when compared to last year when there were 300 calls for service related to mental health.

Mental Health Related Calls	2019	2020	Amt of Change 19-20	Rate of Change 19-20
Mental Health Report	141	170	29	21%
Mental Detention Order Service	85	91	6	7%
Mental Subject	74	53	-21	-28%
<b>Total</b>	<b>300</b>	<b>314</b>	<b>14</b>	<b>5%</b>



Officers also responded to 64 opiate related overdoses this is a 14% increase in opiate related overdoses when compared to 2019. The number of fatal overdoses decreased by 17%



Overdose Related Reports	2019	2020	Amt of Change 19-20	Rate of Change 19-20
Heroin/Opiate Related Overdoses	56	64	8	14%
Fatal Overdose	12	10	-2	-17%

The Manassas City Police Department took part in the Drug Enforcement Administration (DEA) National Prescription Drug Take Back Day in October. MCPD helped to collect over **500 pounds** of expired, unused, and unwanted medications.



# Select Quality of Life Offenses

## Parking Violations

Five parking enforcement officers augment the Patrol Services Division in enforcing City parking codes.

Officers issued 65 more parking citations this year than last year showing an increase of 1%

Other Parking had the highest increase in tickets with 28%.

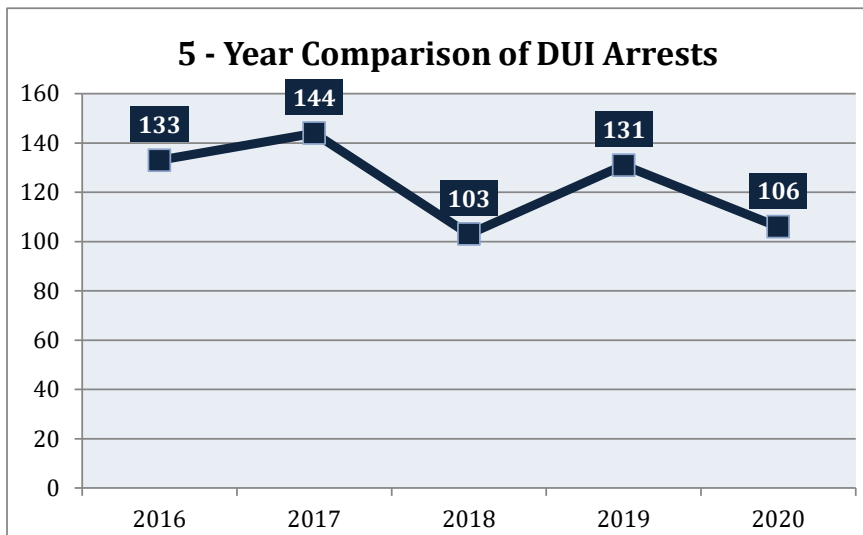
The majority of tickets in the "Other" category are Parking Permit violations

Parking Violations	2016	2017	2018	2019	2020	Amt of Change 17-18	Rate of Change 17-18
No Parking	2,480	1,372	1,295	1,607	1,624	17	1%
Overtime Parking	577	349	330	520	38	-482	-93%
Yellow Curb	236	174	177	289	306	17	6%
No Current State License	997	1,095	1,150	1,506	716	-790	-52%
Other Parking	2,021	4,051	3,667	4,647	5,950	1,303	28%
Total	6,311	7,041	6,619	8,569	8,634	65	1%

## Driving Under the Influence of Alcohol

2016	2017	2018	2019	2020	Amt of Change 19-20	Rate of Change 19-20
133	144	103	131	106	-25	-19%

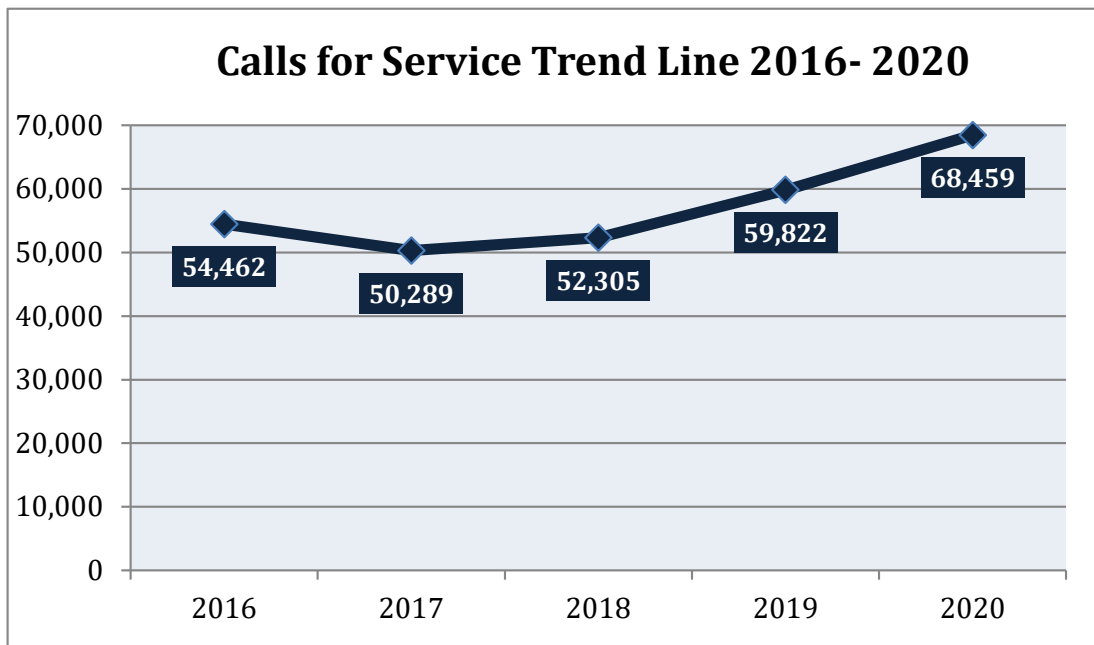
There were 19% less DUI arrests in 2020 than in 2019.



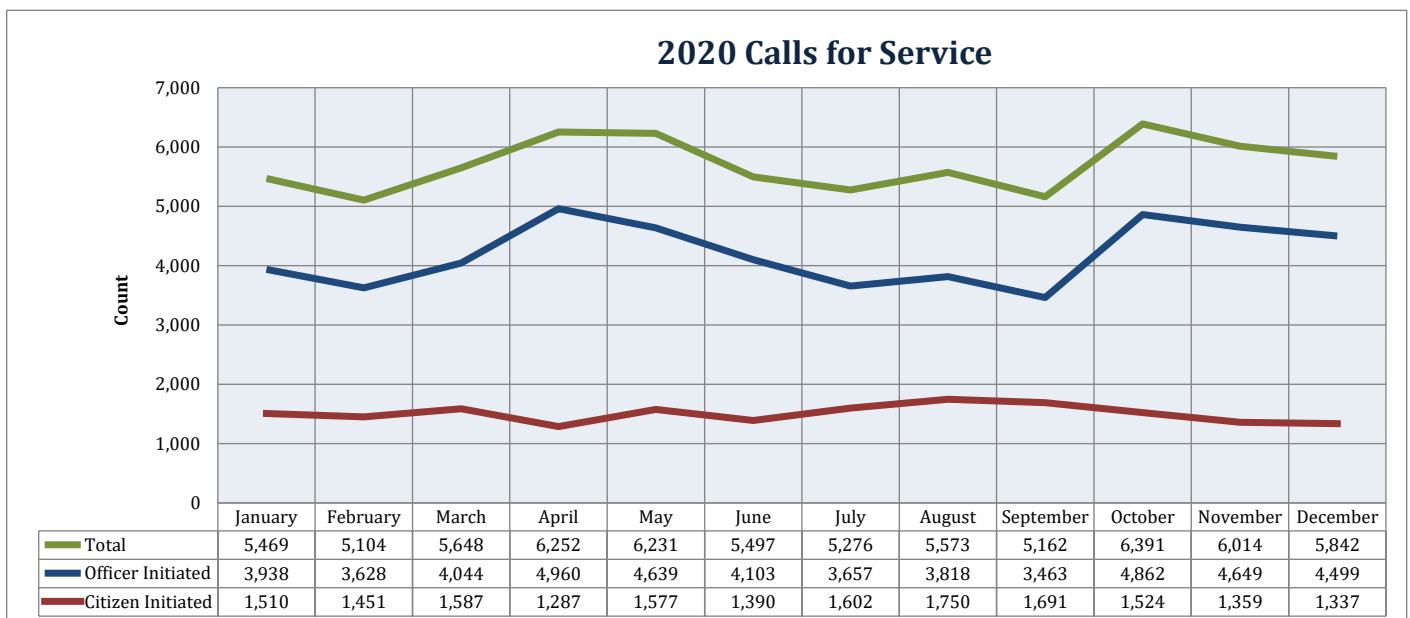
# Calls For Service

The total number of calls for service increased by 14% in 2020 from 59,822 to 68,459.

This brings the 5 year average to 57,067. The amount of calls for service initiated by citizens decreased by 6% (19,296 to 18,065) while calls for service initiated by officers increased by 25% (40,291 to 50,260) when compared to 2019.



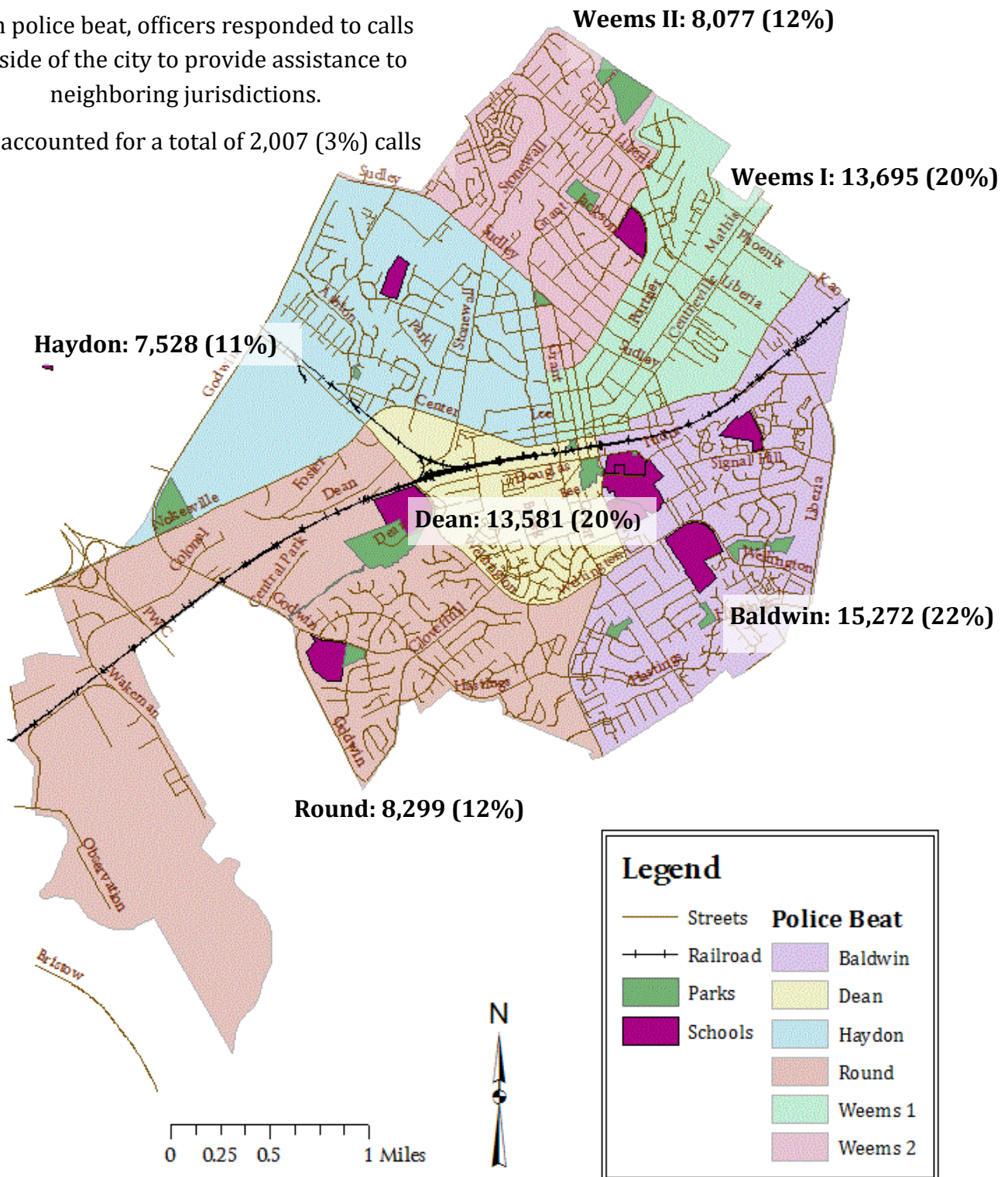
Officer-initiated activity is when officers take proactive steps to prevent or interrupt crime and disorder. This is accomplished in a variety of ways: traffic stops, patrols throughout the community, business checks and engaging community members



# Calls for Service: Distribution per Police Beat

In addition to the number of calls for service for each police beat, officers responded to calls outside of the city to provide assistance to neighboring jurisdictions.

This accounted for a total of 2,007 (3%) calls

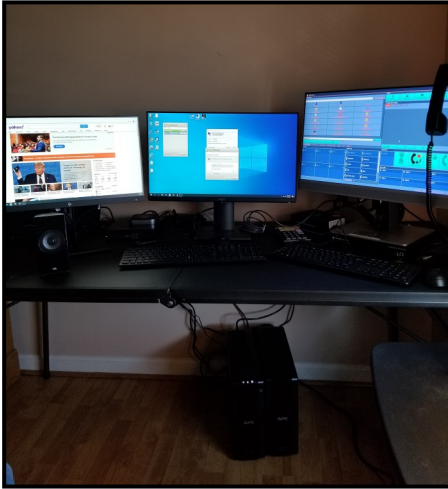


\*This map consists of data retrieved from CAD / calls for service data.

\*\*This map is intended for reference purposes only. The City of Manassas does not provide any guarantee of the accuracy or completeness regarding the map information.



# Response Times: Public Safety Communications Center



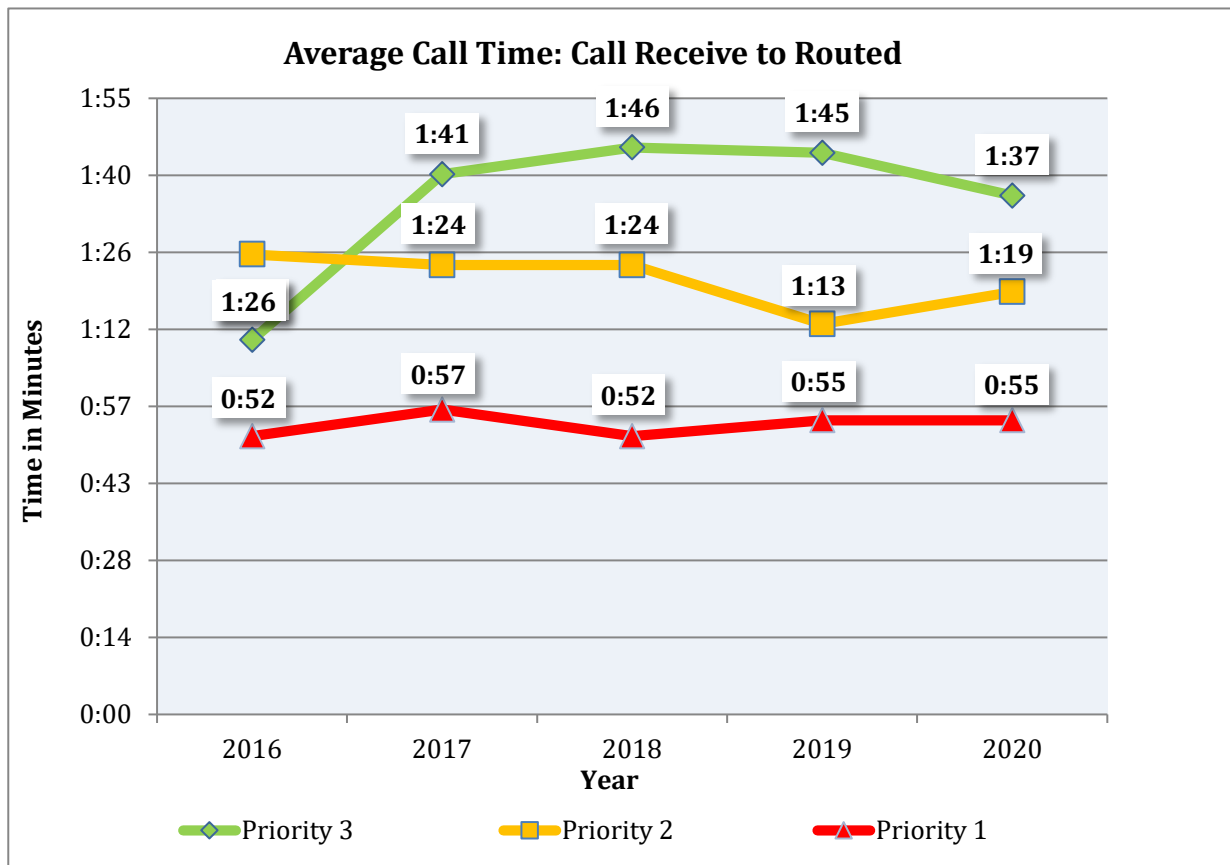
The Public Safety Communications Center is staffed around the clock by Communications Specialists (PSCC) who answer both emergency and non-emergency calls for service.

The Remote 911 program consists of PSCC Personnel having the ability for Remote Call Taking - to answer and appropriately process emergency and non-emergency calls from home and at a backup location.

The dispatchers remoting from home are using an All In One System for 911, including 2 or 3 monitors 1 Mini Hard Drive for CAD -Computer Aided Dispatch, Maps and Email, 1 portable radio, a FirstNet Push to Talk Phone, and an AT&T hotspot.

The Remote 911 System will be a great recruitment tool.

## Dispatcher Reaction Time



The times presented above are the average times it takes the dispatcher to collect basic information from the caller and then route an officer to the location where police are requested.

# Response Times: Unit Reaction Time

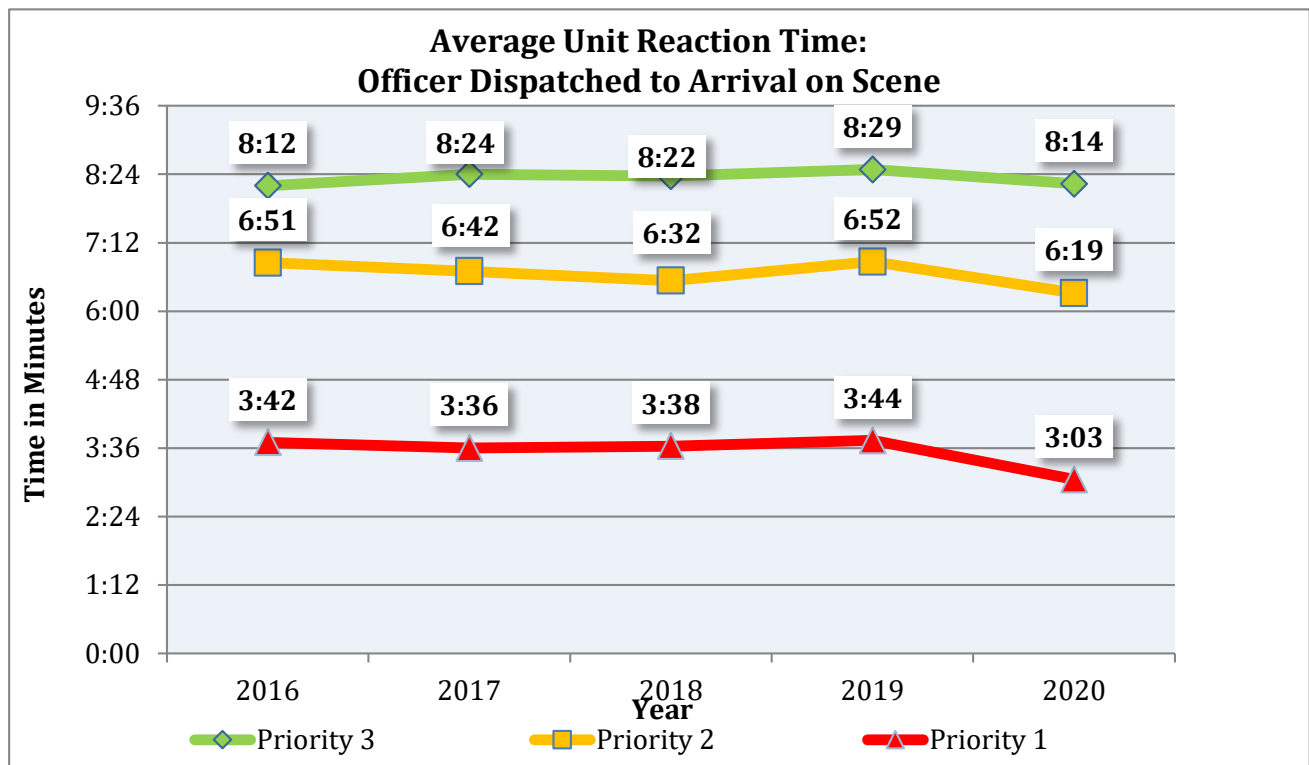
Unit Reaction Time is the amount of time it takes an officer to arrive on scene once he or she has been dispatched.

The average Unit Reaction Time decreased by 41 seconds compared to 2019.



The goal identified in the Strategic Plan is for an average Unit Reaction Time for Priority 1/Emergency calls to be 3 minutes or less. This year the average was 3:03.

## Unit Reaction Time



# Arrest Charges

This year, 1,699 people were arrested for 2,232 charges.

Actual figures: 41 juveniles arrested for 54 charges; 1,658 adults arrested for 2,178 charges.

The amount of charges decreased by 21% when compared to last year and the number of persons arrested also decreased by 22%

The most common charges for both juvenile and adult arrestees were for substance related, trespassing, and warrants served from other agencies.

## Part I Offenses (9%)

Homicide  
Robbery  
Aggravated Assault  
Forcible Rape  
Burglary  
Larceny  
Auto Theft

## Part II Offenses (59%)

Drug Abuse  
Driving Under the Influence  
Drunkenness  
Liquor Law Violations

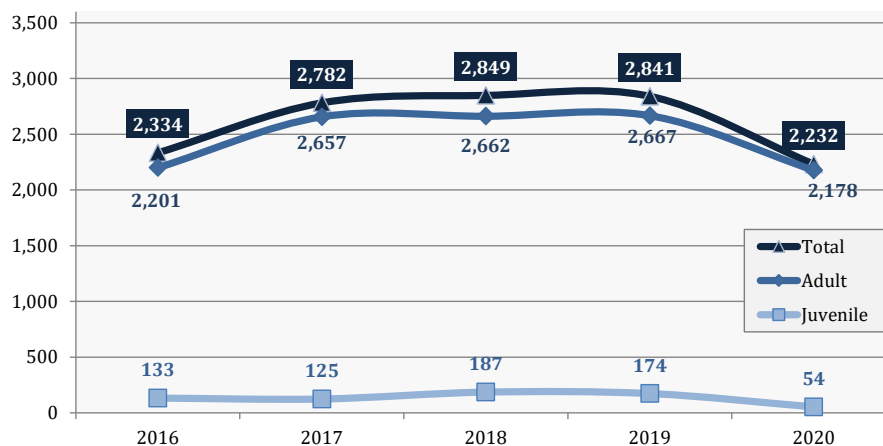
Simple Assault  
Prostitution  
Other Sex Offenses  
Disorderly Conduct  
Trespassing, Vagrancy  
Counterfeit / Forgery

Fraud  
Embezzlement  
Buy, Receive, Possess  
Stolen Property  
Vandalism

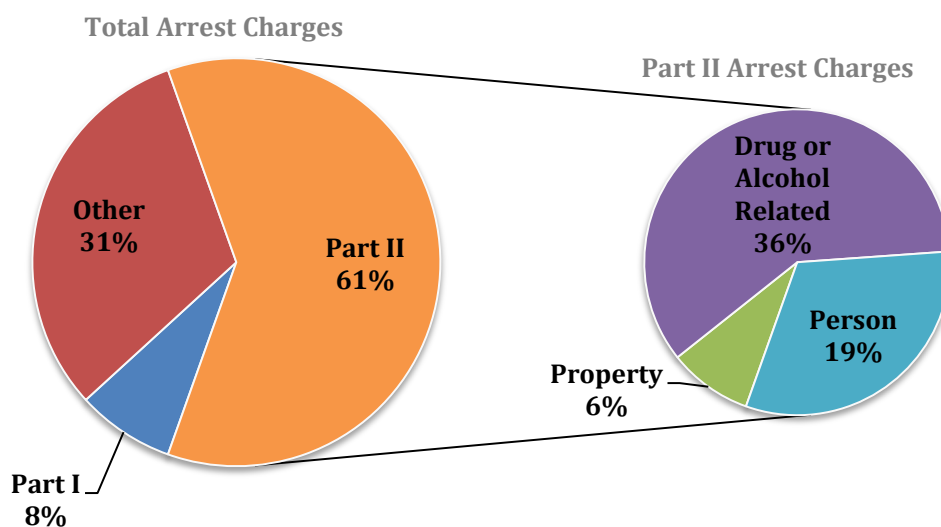
## Other (35%)

Warrant Services  
Animal Related  
Summons

Adult and Juvenile Arrest Charges 2016-2020



## 2020 Arrest Charges





# Traffic and Crash Analysis:

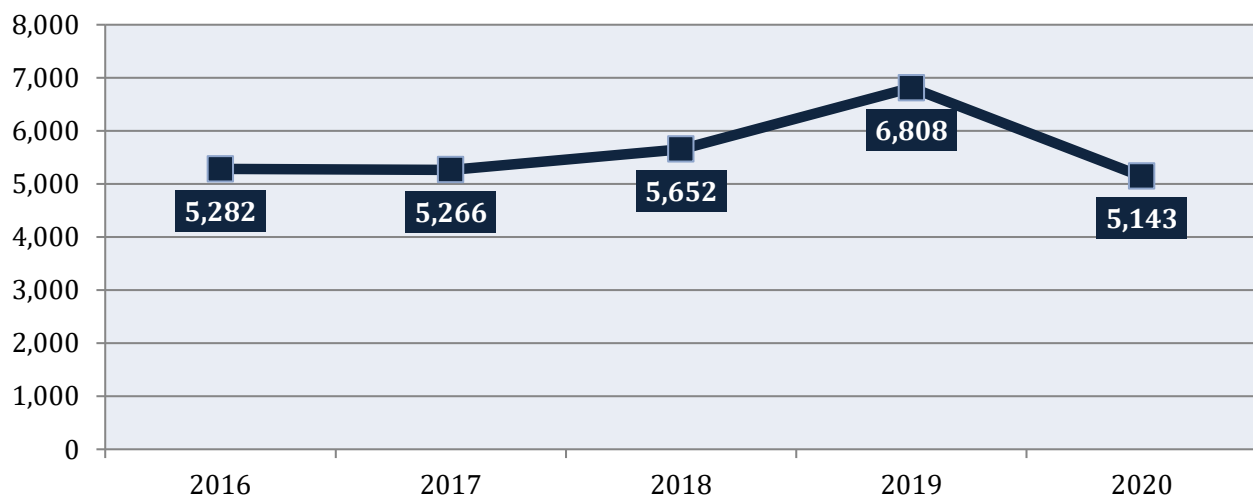
## Traffic Citations

Traffic concerns are a top priority for Manassas residents, employees and commuters.

The total number of traffic citations decreased by 25% This was due to a decrease in traffic as well as in tickets for disregarding traffic signals.



### 5 - Year Comparison of Traffic Citations



In an effort to reduce red light violations and motor vehicle crashes, the Department initiated the photo red light enforcement program at the intersection of Liberia Avenue and Centreville Road. This location was selected due to it being the intersection with the highest number of vehicle crashes year after year. After a 30 day warning period, the program began issuing violation notices on November 11, 2020. From that date through the end of 2020, 346 red light violation notices were processed. Violations are approved by a sworn police officer, and the processing of violations is managed by a third-party vendor. A violation notice is sent to the vehicle's registered owner, and is a civil fine in the amount of \$50.

Photo enforcement of red light violations began on 11/11/2020 and have resulted in 671 violations between then and 12/31/2020.



# Traffic and Crash Analysis:

## Crash Days and Times

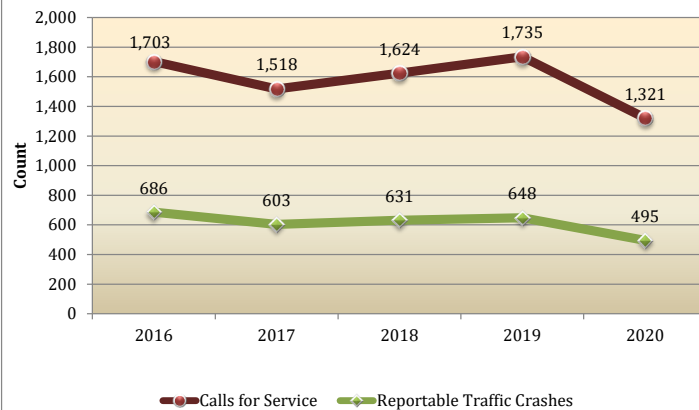
Traffic crashes reported here are those that incurred more than \$1,500 in personal or property damages and for which the responding officer took a report.

In 2020 our officers responded to 1,321 calls for traffic accidents which resulted in 495 reportable crashes. This was a 24% decrease in traffic accidents and a 24% decrease in reportable crashes when compared to 2019.

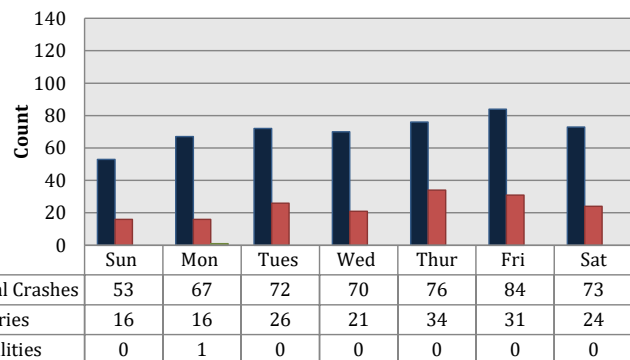
This year Sunday saw the least amount of reportable crashes (53) while Friday had the most (84).

The peak crash time was Saturday from 6 pm-7 pm with 11 reportable crashes taking place in this time frame.

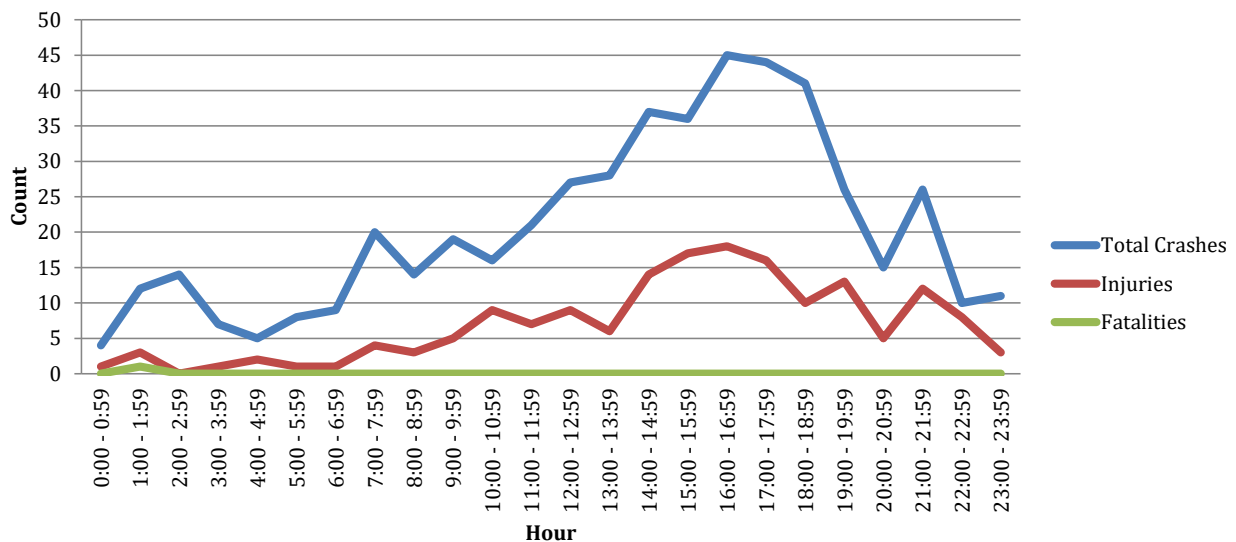
**5-Year Comparison of Traffic Crashes and Hit & Runs**



**Number of Crashes by Day of the Week**



**Crashes, Injuries, and Fatalities by Time of Day**



# Traffic and Crash Analysis:

## Crash Locations and Causes

The Liberia Avenue corridor continues to be the stretch of roadway with the most traffic crashes at intersections in 2020.

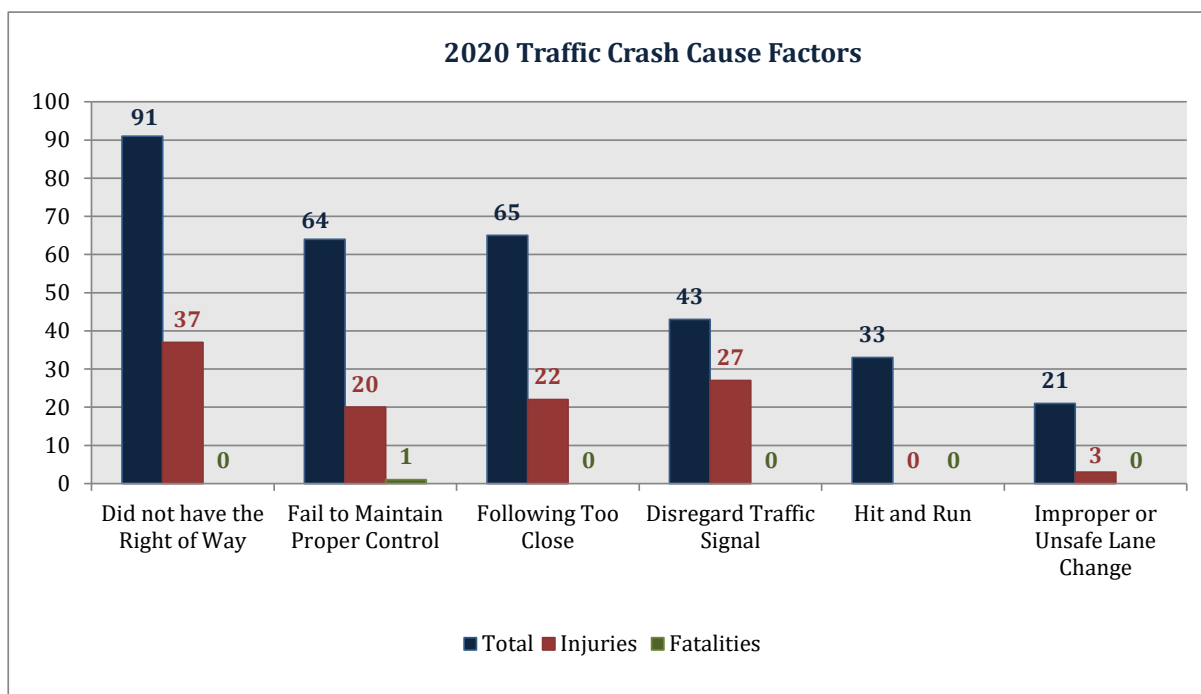
The top three intersections for total crashes in this year were Liberia Avenue at Centreville Road, Liberia Avenue at Euclid Avenue, and Liberia Avenue at Signal Hill Rd respectively.

These are also the top three intersections for reportable accidents.

2020 CRASHES BY LOCATION (INTERSECTION)				
Location	Total	Reportable	Injuries	Fatalities
Liberia Ave/Centreville Rd	51	16	3	0
Liberia Ave/Euclid Ave	37	27	5	0
Liberia Ave/Signal Hill Rd	28	18	2	0
Liberia Ave/Mathis Ave	25	13	2	0
Godwin Dr/Nokesville Rd	17	8	1	0
Liberia Ave/Prince William Pkwy	16	7	0	0
Liberia Ave/Richmond Ave	13	3	0	0
Grant Ave/Center St,	12	8	1	0
Sudley Rd/Godwin Dr	11	6	1	0
Godwin Dr/Wellington Rd	9	7	1	0
<b>TOTAL</b>	<b>219</b>	<b>113</b>	<b>16</b>	<b>0</b>

The majority of crashes in 2020 were caused by drivers not having the right of way or following too closely.

These driving behaviors resulted in 156 reportable crashes for the year.





# Manassas City Police Department

## 21st Century Policing Principles—Traffic Stop Data

As policing evolves beyond 21<sup>st</sup> Century Policing initiatives, it is imperative the Manassas City Police Department maintains the high standards we and you have come to expect. To accomplish that, we use the information contained in this report to build our future and provide our current and future residents with statistical information they may find useful. This information should not only be crime data but analyses of how we police with transparency.

Beginning in 2018, CALEA Gold Standard compliance required agencies to analyze Traffic Stop and Use of Force data. Additionally, in July 1, 2020 the Virginia General Assembly passed the Virginia Community Policing Act. This law requires all law enforcement agencies to collect information from drivers during all traffic stops, this information will then be submitted to a statewide Community Policing Reporting Database. This information will then be analyzed to determine the prevalence of bias-based profiling and complaints alleging the use of excessive force. As a CALEA Gold Standard with Excellence agency, the Manassas City Police Department has been in compliance with this initiative since 2018 and ensures the agency is practicing fair and impartial policing.

### Traffic Warnings and Citations

	2018 Warnings	2018 Citations	2019 Warnings	2019 Citations	2020 Warnings	2020 Citations
White	1,393	4,235	1,302	5,117	932	3,898
Black	783	1,166	845	1,361	592	1,013
Other	324	254	342	341	193	231
Total	2,500	5,655	2,489	6,819	1,717	5,142



# Manassas City Police Department

## 21st Century Policing Principles –Use of Force

The Department recognizes and respects the value and integrity of human life. In vesting police officers with the lawful authority to use force to protect the public welfare, a careful balancing of all human interests is required. Therefore, it is the policy of the Department that the police officers use only that force is necessary to effect lawful objectives and reasonably necessary to effectively bring an incident under control, while protecting the lives of everyone involved. Any use of force should not be considered routine; it is permissible only in accordance with the policy and law.

To accurately track Use of Force incidents, the Department captures every level of Use of Force on every call, involving each officer on that specific incident. We then review each use of force to ensure it was justified, proper, within policy and legal under the law. Additionally we need to define what each level of force involves and how we calculate it.

**Use of Force** = any action taken by an officer to subdue or gain compliance of an individual subsequent to the performance of his lawful duties or to protect himself or others from death or harm.

**Firearms Display**= displaying the firearm to gain compliance.

**Firearm Discharges**=discharge of firearm to subdue an individual that poses an serious, immediate threat to human life.

**Electronic Control Weapon (ECW)** = better known as TASER, is a device that is designed to temporarily incapacitate an individual by delivering electrical impulses to the person.  
Display only= device is displayed to the non-compliant person but not discharged  
Discharged= device is displayed and deployed to subdue the non-compliant person

**Baton**= collapsible impact device

**Chemical/OC** = better known as “pepper spray”

**Weaponless** (empty hands) = hand control, pressure point compliance hold, controlling or escort holds, supplementary restraint (rip-hobble, and infectious mitigation device (spit net)

**Number of incidents**= actual number of calls for service that involved use of force  
\*there could be multiple use of force reports for one incident depending on number of Officers and subjects

**Number of offenders**= the number of individuals that use of force was utilized on  
\*there could be multiple use of force reports involving one person (multiple officers on scene displaying a firearm or taser)

**Number of arrest**= the number of arrest  
\*this number does not include incidents where use of force was used to subdue a mental health Emergency Commitment Order or other incidents where a physical arrest was not made

Using the above definitions, our reporting practices are best explained utilizing examples.

# Manassas City Police Department

## 21st Century Policing Principles –Use of Force

Here are 2 examples:

**Example 1:** Officers conduct a high risk traffic stop on a motor vehicle that is reported stolen. The suspected stolen vehicle is occupied by 4 people and 4 officers conduct the traffic stop. Each occupant is removed from the vehicle through verbal commands. Each officer displays their firearm during the traffic stop. Each occupant is handcuffed and detained until confirmation of the stolen vehicle is confirmed. Ultimately it is determined a friend took the vehicle and it is not stolen. All occupants were released at the conclusion of the incident. Total time elapsed 18 minutes. This incident would generate multiple reports as described below.

# of incidents	1	
# of offenders	4	
# of arrest	0	
# of Use of Force reports:	18	
Firearm display	16	(4 officers, 4 offenders)
Weaponless	2	(2 of the subjects refused to place their hands behind their back, thus weaponless hand pressure point control was used.)

**Example 2:** Officers are called to the intersection of Church St. and Main St. for person in the road “stopping cars, threatening to hurt themselves, making threatening statements and throwing objects”. Utilizing their Critical Incident Training (mental health training/CIT), after spending 15 min. at the scene trying to calm him, the officers determined the subject was in need of a mental health evaluation. While trying to take the subject into custody, empty hand controls were used. Once the subject was placed into the police car to be transported to the Emergency Room, he began to kick at the windows. Officers had to re-engage with him, once again using empty hand controls and placed a control strap on his legs. During this time he began to spit on the officers and a spit net had to be utilized. The subject was transported to Novant Emergency Room where an Emergency Commitment Order (ECO) was issued and a mental health evaluation completed. The subject was then transported to a mental health facility. Total time, inclusive of the ECO 7 hours. This incident would generate multiple reports as described below.

# of incidents	1	
# of offenders	1	
# of arrest	0	
# of Use of Force Reports:	6	
Weaponless	6	(1 for first control hold, 1 for second control hold, 1 for each officer securing the leg restraint, 1 for each officer securing the spit net)



# Manassas City Police Department

## 21st Century Policing Principles –Use of Force

The purpose of these examples are to demonstrate how in-depth we review each Use of Force and how quickly the number of Use of Force reports can be generated. In just these two examples, a total of 22 Use of Force reports would be captured in and calculated into the below table.

Use of Force Report 2020									
	White / Non-Hispanic		Black / Non-Hispanic		Hispanic Latino		Other		Totals
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Firearms</b>									
Display Only	14	4	24	1	28	5	0	0	76
Deploy	0	0	0	0	0	0	0	0	0
<b>ECW</b>									
Display Only	5	0	5	0	10	2	0	0	22
Deploy	2	0	0	0	0	0	0	0	2
<b>Baton</b>	0	0	0	0	0	0	0	0	0
<b>Chemical/OC</b>	3	1	7	2	2	0	0	0	15
<b>Weaponless</b>	45	23	93	15	48	13	3	0	240
<b>Totals</b>	19%	8%	36%	5%	25%	6%	1%	0%	355
<b>Total Number of Incidents</b>									126
<b>Total Number of Offenders</b>									150
<b>Total Number of Arrests</b>									103

It is imperative that we do more than look at the raw numbers, each incident must be reviewed to ensure the integrity of the agency is not jeopardized and we clearly communicate what the data means to demonstrate transparency to our community, thus building trust and legitimacy.

Additionally, we report all use of force complaints to the Virginia State Police and CALEA. During 2020, a total of 3 Use of Force complaints were filed against officers. After thorough investigations were conducted, including review of Body Worn Cameras and interviewing witnesses, 2 were unfounded and 1 was not sustained. Given that a 126 incidents involved some type of use of force and 3 complaints were filed against officers, I believe this demonstrates that officers follow policy, respond to training and understand the role uses of force play in fair and impartial policing.

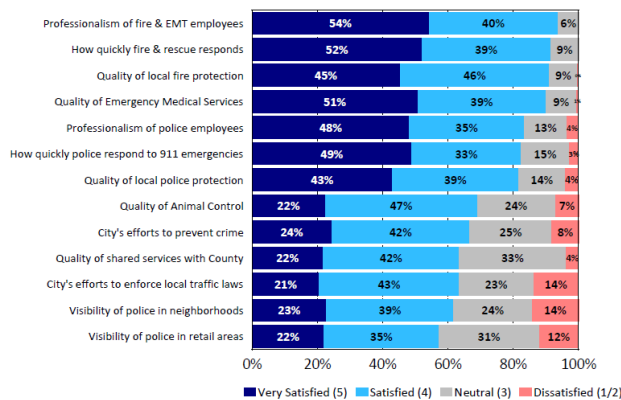
# Manassas City Police Department

## 21st Century Policing –2021 and Beyond

We will continue to building community trust through community outreach, crime prevention, transparency and utilizing community survey results to respond to community needs. The City Managers 2020 Citizen Survey results showed our residents were more satisfied with Public Safety than the national average. However, two areas we can improve upon is being more visible and traffic safety.

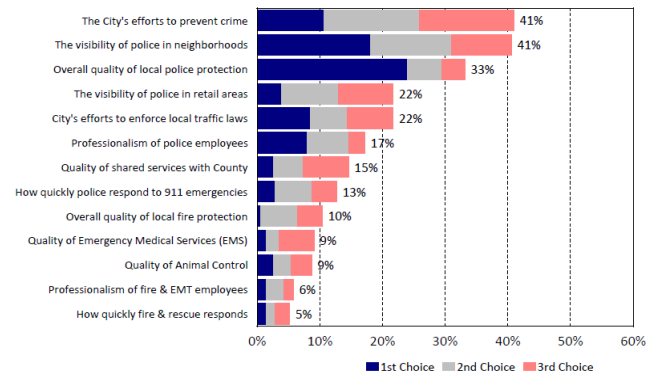
### Q4. Satisfaction with Public Safety

by percentage of respondents who rated the item as a 1 to 5 on a 5-point scale (excluding don't knows)



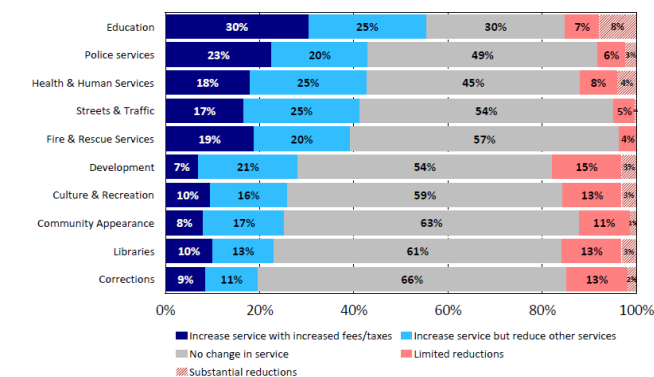
### Q5. Public Safety Items That Should Receive the Most Emphasis Over the Next Two Years

by percentage of respondents who selected the item as one of their top three choices



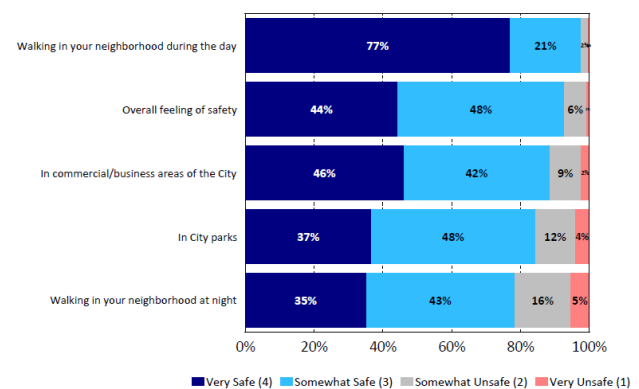
### Q25. Level of Support for Budget Items Supported with General Tax Revenues

by percentage of respondents who rated the item as a 1 to 5 on a 5-point scale (excluding don't knows)



### Q6. How Safe Residents Feel in Certain Situations

by percentage of respondents who rated the item as a 1 to 5 on a 5-point scale (excluding don't knows)



# Manassas City Police Department

## 21st Century Policing –2021 and Beyond

Hiring and staffing in general must remain as a top priority. Hiring and retaining qualified officers that understand our community policing philosophy and represent our community will remain a priority. We have to ensure proper staffing levels, address attrition, maintain competitive pay and benefits to the region, train and mentor our staff and be aware of and address the mental and physical well-being of all employees in this stressful but rewarding profession we have chosen.

There is a clear link between the mental and physical well-being of officers and how we interact with residents- our attitude, communication style and use of force can all be tied to this.

We must be at our best daily and treat people with dignity and respect.

### Demographics Report 2020

	Sworn Officers		Male Officers		Female Officers	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Caucasian</b>	70	<b>69%</b>	56	<b>55%</b>	14	<b>14%</b>
<b>African American</b>	13	<b>13%</b>	7	<b>7%</b>	6	<b>6%</b>
<b>Hispanic</b>	11	<b>11%</b>	8	<b>8%</b>	3	<b>3%</b>
<b>Other</b>	7	<b>7%</b>	6	<b>6%</b>	1	<b>1%</b>
<b>Total</b>	101	<b>100%</b>	77	<b>76%</b>	24	<b>24%</b>

Training Hours per Officer = minimum of 130 hours

Additional Hours needed for career development and specialties = an additional 80-300 hours for each course/certification



Roll Call Yoga



Fitness Assessment





# Manassas City Police Department

## 21st Century Policing –2021 and Beyond

As mentioned earlier, community engagement must be a priority to build relationships and trust. During the spring/summer of 2020 two community conversation events were held. One on May 31st on Liberia Ave. and one on June 6th at the Manassas Museum Lawn. Chief Keen met with and spoke with attendees- answering questions and providing vital policing information on Police Reform.

In addition to Chief Keen meeting with our community, the Community Services Unit hosted both in person events, before COVID 19, and virtual events to include Police Department tours, Badges for Baseball, career days, food distribution efforts, National Night Out, and Santa Cop.

In 2020 two new grant funded positions were approved. These two positions are Community Vitality Officers. These officers work directly with our community to reduce juvenile crime. We partnered with Manassas City Public Schools and many local businesses as meeting locations.





# Manassas City Police Department

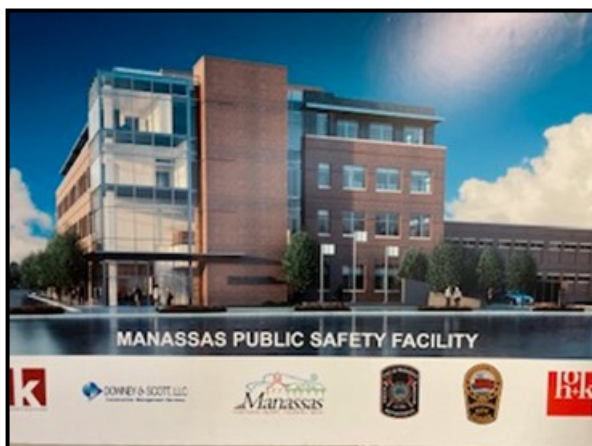
## 21st Century Policing –2021 and Beyond

To maintain the high standards we are used to and to continue to be a leader in policing, we must continue our commitment to CALEA (Accreditation) and professionalism.

In 2020 the Commission on Accreditation for Law Enforcement Agencies conducted their 4 year on-site audit. This audit included 484 standards; including a review of our hiring practices, Use of Force, community engagement, evidence storage and processing, complaint/discipline procedures and overall professionalism of the agency.

I am pleased to report that we met all 484 standards, receiving 100% compliance with a Gold Standard with Excellence/Meritorious Award. The new Public Safety Facility Grant Ave. that was approved in the 2020 budget is under construction and will ensure we continue to meet the high standards imposed by CALEA in the areas of evidence storage and training.

This facility will house state of the art storage and include a virtual training simulator. These programs demonstrate the City's commitment to providing our residents with the highest level of professional police services.



# Manassas City Police Department

## 2020 Annual Statistical Report

Douglas W. Keen, Chief of Police

Prepared by Crime Analysis Unit  
Investigative Services Division  
(CALEA Standard 15.1.1)

APPD by ISD

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